



## Senate

General Assembly

**File No. 638**

*February Session, 2004*

Senate Resolution No. 24

*Senate, April 21, 2004*

The Senate Committee on Appropriations reported through SEN. HARP of the 10th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE  
BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF  
EDUCATION AND LOCAL 61, THE AMERICAN FEDERATION OF  
SCHOOL ADMINISTRATORS, AFL-CIO.**

Resolved by the Senate:

- 1 That the collective bargaining agreement between the State Board of
- 2 Education and Local 61, the American Federation of School
- 3 Administrators, effective September 1, 2003, to August 31, 2007,
- 4 inclusive, submitted to this assembly April 2, 2004, for approval, as
- 5 provided in subsection (b) of section 5-278 of the general statutes, is
- 6 approved.

**APP**      *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

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**OFA Fiscal Note****State Impact:**

Fund-Type	Agency Affected	FY 04 \$	FY 05 \$	FY 06 \$
GF - Cost	Department of Education	(10,000)	221,817	536,981

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

This collective bargaining agreement for the Vocational-Technical School Administrators bargaining unit is submitted for approval for the four-year period July 1, 2003 through June 30, 2007. Costs shown above are for the 61 General Fund full-time employees covered by this contract. The estimated FY 07 cost of this agreement is \$926,331. The estimated FY 07 annualized cost of this agreement is \$938,549. Details of the costs are attached.

Funding has not been specifically included in the current budget or in the Appropriations Committee budget (sHB 5033) to cover the costs of this agreement. The extent to which the Department of Education or the Reserve for Salary Adjustments Account will be able to absorb these costs is not known at this time.

## Cost Estimate of Agreement

### All Funds

Vocational-Technical School Administrators Bargaining Unit

Agency Affected: Department of Education

Term of Contract: Four years, July 1, 2003 through June 30, 2007

Number of Full-Time Employees Affected by Contract:

61 General Fund

### Average Full-Time Salary Data:

#### Percent Increase (Cash Basis)

##### General

	Salary	Total	Wage Increase	Annual Increments	Additional Steps	Other
Prior to Contract	\$ 84,038					
1st Year of Contract (FY 04)	84,038	0.00%	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 05)	87,416	4.02%	2.85%	1.04%	0.15%	-0.02%
3rd Year of Contract (FY 06)	90,888	3.97%	2.84%	0.79%	0.34%	0.00%
4th Year of Contract (FY 07)	94,601	4.09%	2.83%	1.07%	0.19%	0.00%

#### Percent Increase (Annualized Basis)

##### General

	Salary	Total	Wage Increase	Annual Increments	Additional Steps	Other
Prior to Contract	\$ 84,038					
1st Year of Contract (FY 04)	84,038	0.00%	0.00%	0.00%	0.00%	0.00%
2nd Year of Contract (FY 05)	88,684	5.53%	2.96%	2.27%	0.32%	-0.02%
3rd Year of Contract (FY 06)	93,502	5.43%	2.96%	1.72%	0.75%	0.00%
4th Year of Contract (FY 07)	98,340	5.17%	2.94%	1.11%	1.12%	0.00%

### Cost Summary Data (Estimated):

	Prior to	At End of Contract	Percent Increase
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	Contract	(Annualized)	(4 years)
Salaries [1]	\$ 5,126,316	\$ 5,998,168	17.01%
Fringe Benefits [2]			
Current Items	1,443,517	1,589,378	
Negotiated Improvements	-	-	
Total Fringe Benefits	\$ 1,443,517	\$ 1,589,378	10.10%
<b>Total</b>	<b>\$ 6,569,833</b>	<b>\$ 7,587,546</b>	<b>15.49%</b>

3.67% average per year (compounded)

[1] Salaries include base salary, longevity payments, and large school stipend.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health and life insurance, Tuition Reimbursement Fund, and Conference Fund.

## Detail of Cost Estimates

### All Funds

Contract Items	FY 07				
	FY 04	FY 05	FY 06 [1]	FY 07 [1]	Annualized [1]
<b>First Year (FY 04)</b>					
No Salary Increases	\$ -	\$ -	\$ -	\$ -	\$ -
Suspend Conference Fund	(10,000)	(10,000)	(10,000)	(10,000)	(10,000)
<b>Total First Year</b>	<b>\$ (10,000)</b>	<b>\$ (10,000)</b>	<b>\$ (10,000)</b>	<b>\$ (10,000)</b>	<b>\$ (10,000)</b>
<b>Second Year (FY 05)</b>					
General Wage Increase (3%), Effective 6/25/04 (25 pay periods)		\$ 146,132	\$ 151,977	\$ 151,977	\$ 151,977
Annual Increments, Effective 12/24/04 (12 pay periods)		53,428	116,207	116,207	116,207
Add a Step to the Top of All Pay Plans and Drop the Bottom Step of All Pay Plans		7,494	16,236	16,236	16,236
Suspend Large School Stipend		(9,000)	(9,000)	(9,000)	(9,000)
Establish \$1,000 Stipend for Administrators with a Ph.D. Degree		8,000	8,000	8,000	8,000
Reestablish Conference Fund with Less Funding		5,000	5,000	5,000	5,000
Increase Tuition Reimbursement Fund from \$10,000 to \$15,000		5,000	5,000	5,000	5,000
Increase Mileage Reimbursement to GSA Rate		minimal	minimal	minimal	minimal
<b>Total Second Year</b>		<b>\$ 216,054</b>	<b>\$ 293,420</b>	<b>\$ 293,420</b>	<b>\$ 293,420</b>
<b>Third Year (FY 06)</b>					
General Wage Increase (3%), Effective 6/24/05 (25 pay periods)			\$ 153,868	\$ 160,022	\$ 160,022
Annual Increments, Effective 12/23/05 (12 pay periods)			42,909	92,969	92,969
Additional Annual Increments Cost Resulting from Additional Step			7,795	16,888	16,888
Add a Step to the Top of All Pay Plans and Drop the Bottom Step of All Pay Plans			10,830	23,465	23,465
<b>Total Third Year</b>			<b>\$ 215,401</b>	<b>\$ 293,344</b>	<b>\$ 293,344</b>

Fourth Year (FY 07)

					FY 07
Contract Items	FY 04	FY 05	FY 06 [1]	FY 07 [1]	Annualized [1]
General Wage Increase (3%), Effective 6/23/06 (25 pay periods)				\$ 161,166	\$ 167,612
Annual Increments, Effective 6/23/06 (25 pay periods)				61,019	63,460
Additional Annual Increments Cost Resulting from Additional Step				61,554	64,016
<b>Total Fourth Year</b>				<b>\$ 283,738</b>	<b>\$ 295,088</b>
<b>Total Contract Items</b>	<b>\$ (10,000)</b>	<b>\$ 206,054</b>	<b>\$ 498,821</b>	<b>\$ 860,503</b>	<b>\$ 871,852</b>
Social Security Costs	-	15,763	38,160	65,828	66,697
<b>Total Cost of Contract - General Fund</b>	<b>(10,000)</b>	<b>221,817</b>	<b>536,981</b>	<b>926,331</b>	<b>938,549</b>

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls. PA 03-1 of the June 2003 Special Session authorizes the development of the 2005-2007 state budget on a GAAP (Generally Accepted Accounting Principles) basis. This change will basically add one-tenth of a payroll to annual costs beginning in FY 06.

Note: In addition to the above items, the contract has several provisions that may have a minimal fiscal impact. These provisions are: (1) employees working in temporary service in a higher class shall be paid beginning on the 15<sup>th</sup> consecutive work day retroactive to the first day, instead of commencing on the first day as provided for in the previous contract, (2) employees may carry over one personal leave day into the next year; and (3) administrators who are laid off and return to state service within two years shall retain their accrued sick leave.

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**OFA Bill Analysis**

SR 24

***RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE BOARD OF EDUCATION AND LOCAL 61, THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS, AFL-CIO.*****SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage.

**COMMITTEE ACTION**

Appropriations Committee

Senate Favorable Report

Yea 7      Nay 0